

Fall E-4 to E-6 Meritorious Advancement Season Announced

The Navy has shortened the time commands have to identify Sailors for meritorious advancements from 60 days down to 45. The change starts this month when the 2020 MAP Season Two kicks off.

The change was the result of fleet feedback and was announced in NAVADMIN 230/20 released Aug. 14. Commands can start submitting advancements for their Sailors in the Navy Standard Integrated Personnel System (NSIPS) Sept. 1 and the last day to submit will be Oct. 15.

Meritorious advancements will account for roughly 20 percent of all E-4 through E-6 advancements during calendar year 2020 – half allocated for each of the two seasons. That's up from 2.5 percent of total advancements when the Navy revamped the old Command Advancement Program (CAP) and relaunched it into MAP

during the summer of 2015.

The purpose of MAP is to give commands a more significant say in the advancement of their Sailors. Navy leadership realizes it's these deckplate leaders who know their Sailors best and have the first shot at advancing their best and brightest during each of Navy's semi-annual advancement cycles.



No ratings will have their MAP quotas closed or controlled in this cycle. Any MAP quotas not used will

be added into the fall Navy Wide Advancement Exam (NWAE) cycle quotas.

The message also reconfirmed Navy leadership's commitment to maintaining the MAP program and continuing the current, twice-annual season framework, which aligns MAP with the NWAE cycles.

The shortened time frame was made possible because of the successful migration of MAP advancements into NSIPS. Commands without access to NSIPS should submit their Meritorious Certification Letters by e-mail through their immediate superior in command within the same time frames.

One reminder for commands is that sailors being meritoriously advanced must have completed their required Professional Military Knowledge Eligibility Examination (PMK-EE) before the first day of the MAP season.

Flexibility for FY20 SAPR, Suicide Prevention Training

The Navy announced command flexibility in completing Fiscal Year (FY) 2020 Sexual Assault Prevention and Response (SAPR) and Suicide Prevention General Military Training (GMT) Aug. 14.

NAVADMIN 231/20 described SAPR and Suicide Prevention training as "critical to the overall health of the fleet."

"[The Navy's] goal is to promote a culture of dignity and respect for every member of the Navy and to prevent sexual assault from occurring," said Andrea Verdino, social science program specialist and policy analyst (OPNAV N172).



"Annual training gives us the opportunity to educate members of the Navy team on a wide variety of SAPR and suicide

prevention related topics."

According to Department of Defense Instruction 6495.02, SAPR Program Procedures, "the SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation."

"Click-through presentations provide little to no opportunity for students to engage in dialogue and deepen learning," said Verdino. "Face-to-face adult learning theory provides the opportunity for students to engage in discussions by sharing stories, experiences, and/or knowledge/skills."

Verdino added that training based on adult learning theory is more impactful, encourages the audience to think, and is ultimately a better method for maintaining the audience's attention and increasing the chances of them retaining the information.

Although face-to-face, small-group-facilitated discussions are the preferred method of delivery, the COVID-19 pandemic has limited the ability of Navy commands to gather in groups for training.

To combat this, the Navy has authorized its commanding officers "to adapt or modify FY20 SAPR and Suicide Prevention

GMT delivery methods consistent with coronavirus mitigation procedures and operational commitments to meet these training requirements."

The preferred alternate training delivery method is facilitated small-group training via teleconference or other online collaboration tools.

"We recognize that some Navy commands around the world will have unique circumstances and challenges completing face-to-face training in this pandemic environment," said Cmdr. Ben Amdur, deputy branch head, Education Strategy and Training (OPNAV N13M7). "Command teams need flexibility to provide this critical training to all of their Sailors, especially if face-to-face training is not feasible and DoD-approved collaborative video conferencing is not available to all members of their command."

Questions or feedback on SAPR, Suicide Prevention GMT or any other GMT may be directed to gmt.distribution@navy.mil. GMT information is located on MyNavy Portal at <https://my.navy.mil/> under "Professional Resources" on the top menu and then "General Military Training (GMT)."

Multiple Naval Commands Unite to Support RTC's Mission

On Aug. 17, Recruit Training Command (RTC) transitioned to Fort McCoy, a U.S. Army training center in western Wisconsin, for use of an off-site restriction of movement (ROM) facility for recruits reporting to RTC. A week after the transition began, the first recruits arrived to Fort McCoy for their initial 14-days of ROM.

The personnel support from multiple commands across the Navy greatly contributed to the success of the transition to one, centralized location for ROM, according to Lt. Antoine Washington, RTC's officer-in-charge for Fort McCoy operations.

"The effort and time spent planning for the transition was imperative to the success of the mission," said Washington. "It made the evolution as seamless as possible."

Having Sailors from various commands supporting the mission has provided an opportunity for out-of-the-box thinking. Sailors who used to be recruit division commanders (RDC) and have returned in support of the mission after being in the fleet offer a pool



of knowledge that is invaluable and a key component to the successful transition.

Petty Officer 1st Class Ryan Henry, temporarily assigned from Naval Ocean Processing Facility Dam Neck to RTC in support of Fort McCoy operations, volunteered to return to RTC. Henry's previous experience as an RDC and additional follow-on tours allowed him to return with more fleet experience, personal and professional growth and the ability to provide better mentorship to recruits.

"[RTC] is the quarterdeck of the Navy and you

always want to have a clean quarterdeck," said Henry. "This is where it all starts; this is where the first impression happens."

From receiving recruits at the airport, to providing them guidance and being a mentor during their time in ROM, to ensuring a successful beginning to the training schedule at RTC, fleet Sailors and RTC staff members have joined forces to complete the mission at hand.

The Sailors supporting RTC for a temporary duty assignment come from the Office of the Chief of Naval Personnel, Navy Personnel Command, Navy Recruiting Command, Naval Service Training Command, Navy Band Great Lakes, Center for Surface Combat Systems Unit, and Training Support Center Great Lakes. There are also medical personnel supporting from Captain James A. Lovell Federal Health Care Center and Navy medicine reservists.

In addition to the short-term support, previous RDCs are assisting for longer periods of time in between commands, as well as on individual augmentee orders.

MyNavy Assignment Now Available for Reserve Sailors

Commander, Navy Reserve Forces Command (CNRFC) announced MyNavy Assignment, a "detailing marketplace" for all enlisted Sailors, is now available to the Navy Reserve Force.

MyNavy Assignment replaces the Career Management System – Interactive Detailing (CMS-ID) and delivers a modern interface and user-friendly experience for Reserve Sailors to manage their career.

"We've listened to what Sailors are asking for and integrated those capabilities into MyNavy Assignment," said Capt. Claudia Macon, team lead for the MyNavy HR Reserve Transformation initiative at CNRFC. "Sailors can now expect more options, greater career flexibility and increased transparency when navigating through the detailing process."

The capabilities featured in MyNavy Assignment strengthen the relationship between the Sailor and their Command Career Counselor. Sailors can view eligible jobs, bookmark, apply, communicate with their Command Career Counselor and track the entire process from one location.

MyNavy Assignment features a 'MyResume' tab and by keeping it updated with previous assignments, skills, qualifications and education, Sailors can better position themselves for a billet they are interested in filling.

The Sailor Application Lifecycle Tracker (SALT) notifies Sailors who need to apply for billets, provides confirmation after a Sailor applies for a billet, displays the release phases of pending orders, and notifies a Sailor when they are selected for orders. If a Sailor is not in the window to apply for orders, the SALT tracker will not be available.

"The entire process is at your fingertips," said Master Chief Michelle Lang, Senior Enlisted Leader for Enlisted Assignments at CNRFC. "Sailors are able to market themselves for any billet they're eligible to fill, and if they aren't selected, the decision-making process is now accessible for all to see."

During the Command Ranking Phase, Operational Support Officers and unit command leadership make comments and rank the Sailor's applications for their billets. Sailors are

now able to see these comments and if not selected, can use the tools in the 'MyResume' tab to fill any gaps in their record for the next application cycle. Additionally, Projected Rotation Date (PRD) modifications are now routed through Unit Command Leadership for their review prior to CNRFC action.

MyNavy Assignment also expands the detailing window and provides greater visibility by generating jobs that are closed during an application cycle. This allows Sailors to chart their career path, determine what skillsets are required for desired jobs and become competitive for those jobs in the future.

"This new tool has everything Sailors need to ensure they're hitting their career milestone requirements, but also opens the aperture for new and exciting possibilities," said Master Chief Eric Dusenbery, Senior Enlisted Leader for the MyNavy HR Reserve Transformation initiative at CNRFC. "I encourage every Sailor to take advantage of this application, build their resume and apply for jobs that will take them to the next level."

CBD Product Ban Expanded to Include Lotions, Topical Applications

In a move to ensure the integrity of the Navy's drug policy, the Navy has upped the ante on its ban on hemp and cannabidiol (CBD) products to include topical products like lotions and shampoos.

Announced in ALNAV 074/20 on July 24, 2020, the message supersedes previous guidance. The new ALNAV bans use of any hemp product or product derived from hemp and violations can occur without regard to intended physical or mental consequences of the use.

The move was done to protect Sailors from potential tetrahydrocannabinol (THC) exposure that could negatively impact mission readiness and disqualify a Sailor from continued service. It is impossible for consumers to determine how much THC a product actually contains in the current

environment where label claims are not trustworthy. Department of Defense (DoD) officials determined that it is not reasonable nor practical for the DoD to test every hemp product, which may or may not cause a positive urinalysis result.

While federal law continues to allow American consumers to use products that contain less than 0.3 percent THC, the Navy policy is meant to ensure there is no unknowing consumption of any THC amount.

"This really is about the health of the force and ensuring the Navy remains a drug-free workplace," said LA Parker, Drug Detection & Deterrence branch head, for the 21st Century Sailor office. "We have to be fit to fight and can't take a risk in allowing our Sailors to consume or use these types of products."

The Navy policy continues to allow for use

of cannabinoid formulations approved by the Food and Drug Administration when a service member has a valid prescription. A Sailor should consult with his or her primary care physician in these circumstances and ensure it is documented in his or her medical record. The ALNAV does not prohibit the use of durable hemp goods, such as rope of clothing.

Sailors who test positive for THC or other substances, for which they have no valid prescription, will be processed for administrative separation and could receive a discharge characterized as "Other Than Honorable."

Every Sailor has a personal responsibility to diligently avoid intentional or accidental exposure to THC and other prohibited substances.

Navy Launches the New EFMP Mobile App

The Navy's Exceptional Family Member Program (EFMP) launched a new mobile application Aug. 31 that provides Navy families, doctors, service providers, detailers and program administrators up-to-date information and resources all in one place.

"There are nearly 20,000 Navy families with dependents enrolled in the EFMP program," said Lt. Cmdr. Roxanne Rau, EFM program manager. "Within that total number of families, there are 24,000 individual family members classified as an Exceptional Family Member (EFM), which means that some families have more than one dependent enrolled in the program."

The EFMP mobile application is designed to assist and support Sailors and spouses by addressing the special needs of their EFMs during the assignment process and help families enrolled in the program make the most of the Navy's medical and educational system no matter where they are stationed.

Special needs include any special

medical, dental, mental health, developmental, or educational requirement as well as family members that have requirements for wheelchair accessibility, adaptive equipment, or assistive technology devices and services.

Family readiness is a key part of service member readiness.

After two years of hard work that included finding the right framework for this mobile app, typing in all of the information by hand and beta testing with medical professionals and families there is finally one place to find all of the up-to-date information that anyone connected with the program needs.

"I think of this new EFMP app as a one-stop shop," said Rau. "Anyone can easily find all of the information they want right on this new app without trying to search the internet then sort through hundreds of pages – many of which have outdated information. This app was designed to have all the most up-to-date information in one place. It includes both an instruction

and video library, pocket guide, section for resources and a directory with service providers with links to maps and driving directions."

Many Navy families can find deployments and permanent change of station (PCS) moves to be difficult, even in the best of times. When a family has a member with special medical or educational needs, these things can be even more complicated.

"Life is stressful as it is. I truly believe that all of the little stressors can add up to something big," said Rau. "If even one thing can be taken away, it is a win. That is why this EFMP mobile app was created – to support the families and to make things easier for them."

Get the app at the Navy App Locker: <https://www.applocker.navy.mil/#/apps>. The EFMP app can be downloaded to an Android or Apple phone, a computer, or various other mobile devices.



EFMP

Exceptional Family Member Program



Exceptional Family Member App

An app that brings Sailors, their Families, Medical Staff and Support Specialists together in one location for information and services!



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#ICYMI - Videos in the Spotlight

CNP, Vice Admiral John B. Nowell Jr.'s message on events happening across the country and how Task Force One Navy is listening to Fleet feedback to make the Navy better.



Mrs. Tammy Barbarin, MyNavy HR's Director of Civilian Human Resources, gives some helpful advice on how to prevent telework burnout.



Connect to Protect: 2020 Suicide Prevention Month

While preventing suicide is a year-round effort, Suicide Prevention Month is an important time to come together and highlight ways we can connect with each other to maintain our psychological health and emotional wellness. The Defense Suicide Prevention Office's themes "Connect to Protect" and "1 Small ACT" are important reminders of the critical role connections to family, friends, loved ones, peers and our communities can play in preventing suicide. During Suicide Prevention Month 2020, here are three things you can do now to jump-start your efforts to be there for every Sailor, every day:

Take time to learn about connectedness. Connection is essential during times of extreme stress. Protective factors that reduce the occurrence of suicide include: a strong sense of community and belonging, psychological and physical safety, strong ties with family and friends, a fulfillment of personal purpose and a contribution or responsibility to others. Investing in your relationships with others and these protective factors prior to a stressful event occurring will help you feel more confident

in exercising resilience. Make an effort to regularly express how much your loved ones mean to you as well as your respect and admiration for colleagues.

Get social. The 1 Small ACT Photo Gallery, hosted on the Every Sailor, Every Day campaign's Flickr page, remains open for submissions. Take a moment to reflect on



the ways you will promote connectedness, check-in on your shipmates, practice self-care and start hard conversations in September and beyond. Then snap a selfie and share your ideas. 1 Small ACT signs and submission details are available at www.suicide.navy.mil > Every Sailor, Every Day > 1 Small ACT Photo Gallery.

Understand 1 Small ACT is a call-to-action. Each of us has the power to make a difference. One small act of kindness can be lifesaving. We must remain committed

to ACT – Ask, Care, Treat. Be willing to Ask your shipmates the hard questions about how they're feeling and if they're okay. Show them you care by actively listening without judgment and paying attention to additional warning signs like statements about not wanting to live, feeling like a burden, feeling hopeless or discussion of lethal means. Help them get treatment immediately and for their safety, escort them to a medical professional or Navy chaplain. We can all take positive, preventative actions to care for our shipmates through continuous, active listening, honest communication and authentic connections.

2020 Suicide Prevention Month is the launch-pad for FY- 21 Navy Suicide Prevention efforts. It's not just about a 30-day blitz. Check back throughout the year for messages, tools and resources that empower Sailors and their families to better recognize warning signs, start conversations, take the right actions to intervene and practicing ongoing safety.

Are you or someone you know on a path to suicide? Know the **WARNING SIGNS!**



I

Ideation

Thoughts of suicide (expressed, threatened, written).



S

Substance Abuse

Increased or excessive alcohol or drug use.



P

Purposelessness

Seeing no reason for living, having no sense of meaning or purpose in life.



A

Anxiety

Anxiousness, agitation, nightmares, inability to sleep or excessive sleeping.



T

Trapped

Feeling as though there is no way out of current circumstances.



H

Hopelessness

Feeling hopeless about oneself, others or the future.



W

Withdrawal

Isolating from friends, family, usual activities, society.



A

Anger

Feelings of rage or uncontrollable anger, seeking revenge for perceived wrongs.



R

Recklessness

Acting without regard for consequences, excessively risky behavior.



M

Mood Change

Dramatic changes in mood, unstable mood.

What to do:

ASK

Ask your shipmate questions that will help you get help: "Are you thinking about killing yourself? Do you have a plan to kill yourself?"

CARE

Tell your shipmate that you are concerned about him or her. Without judgment, express why you're concerned. They may not show it, but they likely appreciate that someone cared enough to say something.

TREAT

Take your shipmate to get help immediately by seeking a Navy chaplain, medical professional or trusted leader. Call 911 if danger is imminent.

You don't have to see every sign to ACT.

Help is always available through the Military Crisis Line.
Call 1-800-273-TALK (press 1), text 838255 or visit
www.militarycrisisline.net



#BeThere for Every Sailor, Every Day.

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TASK FORCE ONE NAVY

STORY OF THE MONTH

Celebrating Navy Women: Perseverance and Achievements

As Task Force One Navy moves forward, momentum is gaining with Fleet engagement. Listening sessions have been conducted with Sailors worldwide and Navy leaders are now beginning to get the feel for what issues Sailors want addressed.

One thing that has come through loud and clear is that it's not always about racial issues – though that remains a large focus of the task force – it's about equality for all -- including gender.

As a Navy, we celebrate diversity across the board. The numerous accomplishments women have achieved in the Navy were made through hard work and grit. Their perseverance is as much of an inspiration as are their continuing achievements.

"In today's Navy, equality starts from the moment you raise your hand to serve our country and become a Sailor," said Chief of Naval Personnel Vice Adm. John B. Nowell, Jr.

"I truly believe that our diversity as an organization is our greatest strength. You only need to look around to see the incredible contributions women make to our service every day."

With no limitations on their service anymore, women make up roughly 20-percent of the Navy. They now serve in nearly every Navy community from submarines up to the International Space Station.

The first women in uniform started in 1908 with the appointment of the "Sacred Twenty" nurses who reported for duty after Congress established the Navy Nurse Corps on May 13, 1908.



The first large-scale enlistment of women came during World War I as the Navy needed to fill clerical shortages ashore as men were sent back to sea as the nation mobilized for war with Germany.

Seeking to bring women into the service, Secretary of the Navy Josephus Daniels found a loophole in the U.S. Naval Reserve Act of 1916, which permitted the enlistment of qualified "persons" for service.

On Mar. 21, 1917, Loretta Perfectus Walsh

was sworn into the Navy as a Chief Yeoman (F), the Navy's first enlisted female, and one of nearly 11,000 women who served in World War I.

World War II again saw a need for women in uniform. On Jul. 30, 1942, President Franklin D. Roosevelt signed into law the Navy Women's Reserve Act, creating what was commonly known then as the WAVES -- Women Accepted for Volunteer Emergency Service -- a separate part of the Navy -- again to free up male Sailors for sea duty.



This time, more than 86,000 women answered the call even though women were only allowed to serve for the duration of the war - plus six months, they were only allowed to serve in the continental United States and prohibited from boarding ships or combat aircraft.

So successful were the WAVES that the Navy started planning to keep a limited number of women in uniform, but laws needed to be changed.

That came two years later with the Women's Armed Services Integration Act, signed into law by President Harry S. Truman on Jul. 30, 1948. For the first time, women were allowed to be a part of the Regular Navy and Army. But restrictions remained as women still could not serve in any unit having a combat mission.

Naval Reserve Officer Candidate School opened to women in 1973 when the Navy stopped operating its U.S. Naval Women Officer School (WOS) at Newport, Rhode Island and started training men and women officer candidates together. That same year saw Naval Reserve Officers Training Corps (NROTC) open to women as well.

On Jul. 6, 1976, the Naval Academy Class of 1980 arrived on Induction Day in Annapolis, Md. Four years later, 55 women graduated and joined the fleet as the plank owners of Naval Academy gender integration.

By 1978, women started serving at sea when USS Vulcan (AR-5) became the first ship to welcome women into their ship's

company in November and December.

Vulcan left Norfolk for a Mediterranean cruise as the Navy's first mixed-gender crew with fifty-five female enlisted and officers aboard. By the end of 1979, a total of 17 ships would have female Sailors permanently assigned. With women now at sea, command was a just a matter of time.

In December 1990, Lt. Cmdr. Darlene Iskra assumed command of USS Opportune (ARS-41), becoming the first woman to command a Navy ship. Iskra had been on the bow wave of women who headed to sea a decade before, reporting onboard the repair ship USS Hector (AR-7) in 1980.

The first woman to command an aviation squadron also came in 1990 when then Cmdr. Rosmary Mariner – one of the Navy's first six female aviators – assumed command of Tactical Electronic Warfare Squadron Thirty-Four (VAQ-34).

In 1993, Congress repealed the law preventing women from being permanently assigned to combatant ships and on Mar. 7, 1994 the Navy issued the first orders for women to serve on the aircraft carrier USS Dwight D. Eisenhower (CVN-69). Ike would deploy on Oct. 20, 1994, with 350 women.

In 1998, Commander Maureen Farren became the first female commanding officer of a combatant vessel, the dock landing ship USS Mount Vernon (LSD-39).

In 2010, the first female officers reported aboard submarines. Enlisted women have now joined, serving on all guided-missile submarines. In the next few years, enlisted women will start serving on fast-attack submarines built from the keel up to accommodate women in their crews.

In 2014, Adm. Michelle Howard became both the Navy's first female four-star admiral and vice chief of naval operations. Two years later, she became the first female to lead Naval Forces in Europe and Africa as well as commander of Allied Joint Force Command, Naples.

Today, Navy women stand on equal footing as Sailors like never before, continuing to rewrite our history every day.



Navy Establishes ROTC Program at UH Mānoa

The University of Hawaii at Mānoa has signed a memorandum of understanding (MOU) with the U.S. Navy to establish a Naval Reserve Officers Training Corps (NROTC) unit at the University on the island of Oahu, which will begin training students in the fall of 2021.

This partnership establishes the first NROTC unit for college students in the state of Hawaii.

"This has been long-anticipated and we couldn't be prouder to join other universities across the country to host our own NROTC unit," said UH President David Lassner. "The new Naval ROTC unit will provide even more scholarship opportunities for Hawaii's young adults interested in serving our country through the Navy. Our sincere mahalo goes out to Senator Mazie Hirono, Senator Brian Schatz and our entire congressional delegation for their relentless advocacy to make this program a reality."



"Thank you to the U.S. Navy and to our congressional delegation for their continued support and commitment to establishing a Naval ROTC program at UH Mānoa," said UH Mānoa Provost Michael Bruno. "We welcome Commanding Officer and Professor of Naval Science Donald Nisbett to the UH Ohana. We are fortunate to have someone who brings a wealth of knowledge and an impressive background

with the U.S. Navy and NROTC operations to lead the new unit."

"I would like to thank the University of Hawaii for their enduring commitment and professional expertise that has helped the Navy to help us solve some technical challenges. The education and training of Naval officers further strengthens those bonds," said Adm. John C. Aquilino, Commander U.S. Pacific Fleet. "I am confident both the University of Hawaii and the Navy will benefit from this steadfast relationship."

NROTC midshipmen complete undergraduate degrees, while simultaneously receiving military training. Many midshipmen receive traditional four-year scholarships from the Navy, although two- and three-year scholarships and non-scholarship programs are also available. Upon successful completion of the program, midshipmen are commissioned as Navy ensigns or Marine Corps second lieutenants.

"This new ROTC program will give more Hawaii students a chance at earning scholarships and gaining an education, while helping the Navy strengthen its diversity to make sure its officers and Marines better reflect the American public and our values in Hawaii," said Senator Brian Schatz. "I thank my colleagues on the Senate Appropriations Committee for coming together to secure the funding that made this historic program possible."

"While the coronavirus prevents us from being together in person, I join our community in celebrating the signing of the MOU and the hiring of a commanding officer for the Naval ROTC program at UH Mānoa, officially opening the program that will provide quality educational opportunities for students also looking to serve their country," said Senator Mazie Hirono. "I

thank the Navy for its engagement during the years-long process to establish this program, and I look forward to our continual strengthening of the Navy's commitment to the Indo-Pacific region and Hawaii."

Captain Donald Nisbett, a naval aviator, will



serve as the unit's first commanding officer. Nisbett previously commanded the Oregon State University NROTC unit and served as the deputy commander for NROTC Operations at Naval Service Training Command (NSTC).

"I am extraordinarily proud to be the first CO and plank owner of the new NROTC unit in Hawaii," said Nisbett. "This state has long historical ties to the Navy and is a central hub of naval activity today. I look forward to working with UH and the other ROTC programs in developing our future Navy and Marine Corps leaders."

Applications for four-year scholarships beginning in the fall of 2021 are open now, and more information is available on the NROTC website at <https://www.public.navy.mil/netc/nstc/nrotc/index.aspx>

2020 Stockdale Leadership Award Recipients Announced

The Navy announced Cmdr. William H. Wiley, from U.S. Fleet Forces Command and Cmdr. Bradley D. Geary, from U.S. Pacific Fleet as the recipients of the 2020 James Bond Stockdale Award for inspirational leadership.

The annual award recognizes commanding officers who demonstrate inspirational leadership both professionally and personally while also contributing to the improvement of leadership in the Navy. It is peer-driven, as only those who are eligible for the award themselves are allowed to nominate others for consideration.

Both officers graduated from the U.S. Naval Academy and were commissioned on the same day, May 24, 2000. Wiley is currently in command of the Norfolk-based fast-attack submarine USS John Warner (SSN 785). Geary is the former CO of Seal Delivery Vehicle Team One (SVDT 1), which he led until July 24, 2020. Geary is currently assigned to Naval Special Warfare Training Command in Coronado, Calif.

First awarded in 1980, the award is named for the late Vice Adm. James Bond Stockdale, a Naval Academy graduate and naval aviator. On Sept. 9, 1965, Stockdale was commander of Carrier Air Group 16, flying from the aircraft

carrier USS Oriskany (CV-34). A veteran of over 200 combat missions at the time, Stockdale's A-4E Skyhawk was hit by enemy fire over North Vietnam. Forced to eject, he landed in a small village and was captured.

A prisoner for eight years, Stockdale was the highest-ranking naval officer among the Americans held captive in North Vietnamese prisons. Leading by example, Stockdale resisted his captors from the start, establishing a culture of defiance among the POW's. He worked against heavy odds to find ways to communicate with other prisoners, continually working to give his fellow captives hope.

His efforts to promote resistance led to him and ten other senior POWs being separated from the rest to break down the American chain of command among prisoners. Frequently tortured, Stockdale spent two years in heavy leg irons and a total of four years in isolation. He didn't waver. He led the POW's culture of defiance in finding ways to communicate and govern prisoner behavior.

His inspirational leadership continued until his release in February 1973. He was awarded the Medal of Honor in 1976 and served as president of the Naval War College from October 1977 until

August 1979. Stockdale articulated five roles for a leader: moralist, jurist, teacher, steward and philosopher.

This year's selection board was presented with nine finalists, from which the two winners were selected. The other seven finalists deserve special mention:

U.S. Pacific Fleet finalists:

CDR Christian R. Nessel, Commanding Officer, Electronic Attack Squadron One Three Four (VAQ 134)

CDR Patrick J. Sullivan, Commanding Officer, USS McCampbell (DDG 85)

CDR Charles C. Litton, Commanding Officer, USS Chicago (SSN 721)

U.S. Fleet Forces finalists:

CDR John S. Lucas, former Commanding Officer, USS Bulkeley (DDG 84)

CDR Craig M. Trent, Commanding Officer, USS Porter (DDG 78)

CDR Judson Mallory, Commanding Officer, USS Lassen (DDG 82)

CDR Jean M. Sullivan, Commanding Officer, USS Whidbey Island (LSD 41)



LaDR - *Introducing* OARS

Occupational Advancement Requirement Standards to E4

What is OARS?

Occupational Advancement Requirement Standards (OARS) may be used to validate minimum competencies for E3 Sailors performing various rating-specific tasks expected of an E4 in that rating. OARS is foundationally based on the Apprentice Occupational Standards (OCCSTDs) for the rating and are updated following changes to the OCCSTDs. As such, OARS establishes the baseline for rating knowledge and required skillsets at the Apprentice level.

1. What's in it for me (the E3 Sailor)?

OARS provides the E3 Sailor a means to document rating competency and development at the E4 level for their respective rating. Completion will demonstrate rating specific knowledge that can be found within evaluation considerations, PACT pre-designation, qualification recommendation, and demonstrating general preparedness for PO3 responsibilities in that rating.

2. What's in it for Command Leadership?

OARS is built on the Occupational Standards (OCCSTDs) for the rating and can be used by direct supervisors as an additional measure of an E3's Knowledge, Skills and Abilities (KSAs) beyond Apprenticeship Training. While PQS or JQR develop competencies for advanced skill sets related to platform (e.g., aircraft, ship, etc.) knowledge, OARS establishes the foundation for basic rating standards expected of Sailors and allows opportunity to demonstrate knowledge retention and application to "real-world" experiences. Finally, OARS is able to assist the supervisor in ensuring an E3 is able to synthesize the technical knowledge gained from rating study into the practical skills required of the rating.

Command Leaders (Division/Department Heads, Career Counselors, and Command Triads) may use OARS for consideration of professional competency, PACT pre-designation recommendation, or as a tool to validate the Sailor's preparedness for performance at E4 based on demonstrated KSAs established in the OCCSTDs.

3. Where can I find the LaDR Introducing OARS?

OARS are provided in E3 Rating Learning and Development Roadmaps (LaDRs). LaDRs can be accessed via MyNavy Portal (<https://my.navy.mil>), Navy COOL (<https://www.cool.navy.mil/usn>), and the Navy COOL mobile app (Android and iOS).

4. Are OARS required for advancement to E4?

No, OARS does not replace the Navy Wide Advancement Exam (NWAE) at this time. However, OARS completion is a positive signal that a Sailor has the requisite knowledge and skillsets required to perform as an E4 in that rating. Furthermore, OARS completion is an excellent way for an E3 to prepare themselves for advancement.

5. Are there OARS for E4 and above?

Not at this time. It is currently targeted to the E3 Sailor seeking to document demonstrated performance & proficiency at the E4 paygrade

OARS completion is encouraged for all E3 Sailors.
You've got skills. Get them documented!

